

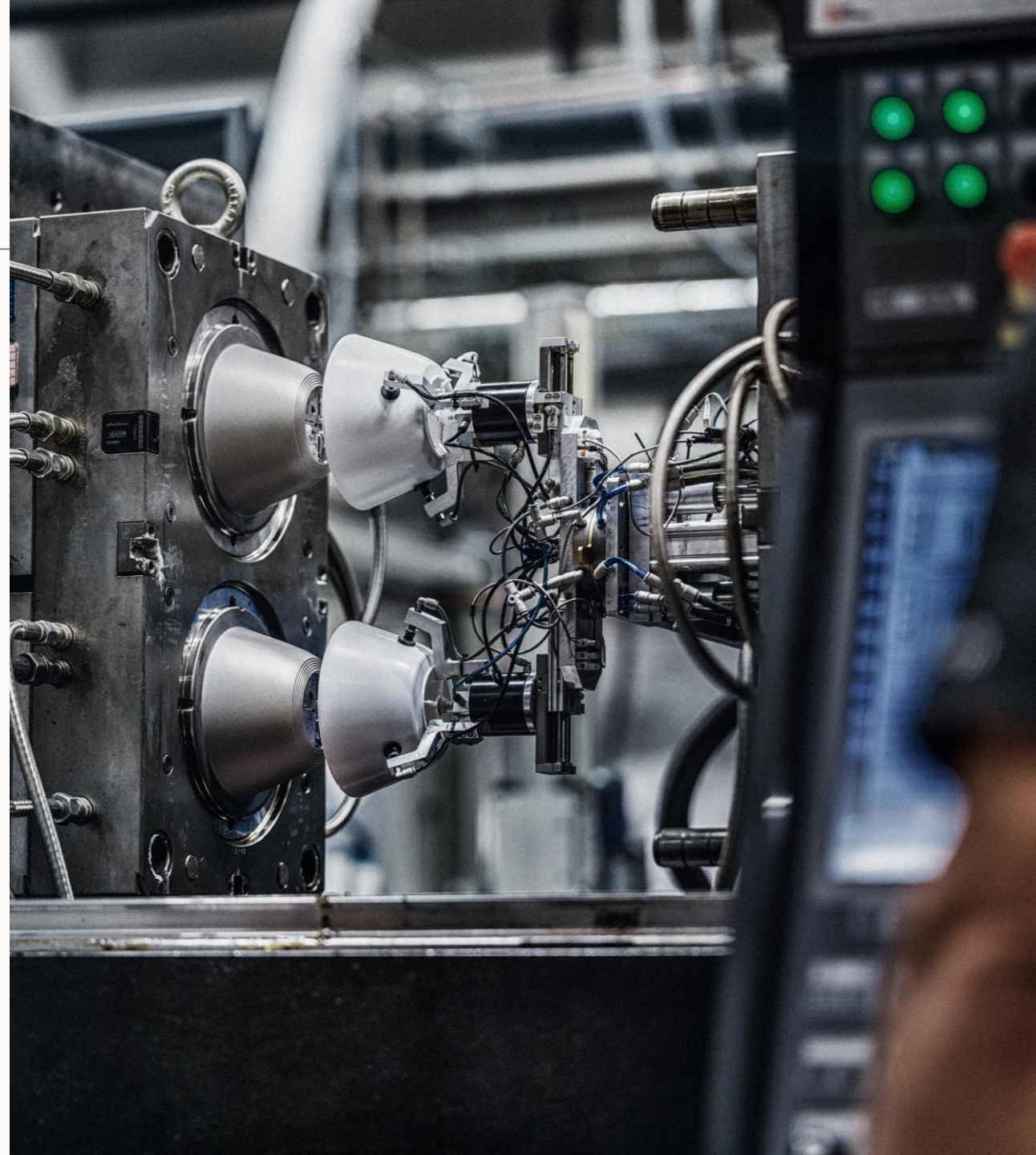


Supplier Code of Conduct

Last updated June 2025

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Introduction

Alvi Group AS (referred to below as Alvi) maintains a strong commitment to business integrity and adheres to international guidelines, including the UN Global Compact, the Childrens Rights and Business Principles (CRBP), the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

Alvi encourages its suppliers to adopt these guidelines within their own operations and value chains. We firmly condemn all forms of corruption and fraud, and require transparency, integrity, and honesty in all business dealings. Likewise, we reject child labour, forced labour, and working conditions that are deemed harmful, offensive, or dangerous. Climate and environmental considerations are also integral to this Supplier Code of Conduct.

The Alvi Group Supplier Code of Conduct applies to all suppliers of goods and services working with Alvi on a continuous, contractual basis, including their employees. This code does not apply for occasional one-time payments e.g. restaurant visits, airline travel, taxi fares etc.

Suppliers associated with Alvi on a contractual basis are responsible for all actors within their own supply chains. Alvi's suppliers, and their subcontractors, must always comply with applicable laws, rules and regulations in the countries where they operate.

Audit & Whistleblowing

Alvi reserves the right to visit supplier premises to monitor and audit compliance with Alvi's Supplier Code of Conduct. This audit is designed as a collaborative effort to enhance sustainability practices. In addition to this, Alvi requires its suppliers to fill in a human rights checklist upon site visits, ensuring that suppliers are following basic human rights laws in the countries they operate. This initiative derives from the Norwegian Transparency Act. All audit information will be treated as confidential.

Everyone is urged to report any suspected violations to Alvi, to ensure that Alvi promptly can address any situation that conflicts with this Supplier Code of Conduct or other policies or laws that may harm Alvi, its employees, or any external party.

Any suspected violations will be treated with full confidentiality and shall be reported to: nta@alvigroup.no

Environmental Responsibility

Alvi expects suppliers to minimize environmental impact as much as possible and promote sustainable practices. Suppliers shall:

Compliance

- Comply with all applicable environmental laws and regulations, and international conventions on environmental standards
- Establish and maintain appropriate environmental management systems

Resource Efficiency

- Optimize the use of energy, water, and raw materials to minimize waste and promote resource efficiency
- Implement measures to reduce greenhouse gas emissions and improve energy efficiency

Pollution Prevention

- Minimize pollution to air, water and land
- Properly manage and dispose of waste, including hazardous waste, in an environmentally sound manner

Sustainable Materials

- Strive to use sustainable materials, including recycled, renewable, and responsibly sourced materials, wherever feasible.
- If requested by Alvi, provide information on the environmental attributes of materials supplied

Social Responsibility

Alvi is committed to upholding human rights and promoting fair labour practices and expects its suppliers to do the same. Suppliers shall:

Human Rights

- Respect and support internationally recognized human rights aligned with the UN Guiding Principles on Business and Human Rights
- Treat all employees with dignity and respect, prohibit discrimination based on race, colour, gender, sexual orientation, or any other characteristic protected by applicable law

Labour Practices

- Comply with all applicable labour laws and regulations, including those related to wages, working hours, and working conditions
- Prohibit all forms of forced labour, slavery, and human trafficking
- Prohibit the use of child labour. The minimum age of employment shall be higher than: (a) 15 years; (b) the minimum age under applicable national law; or (c) the age of completion of compulsory education
- Respect employees' rights to freedom of association and collective bargaining, in accordance with local laws
- Provide a safe and healthy workplace and implement measures to prevent workplace injuries and illnesses
- Enable employees and other stakeholders to report concerns or suspected unlawful practices at the workplace

Working Conditions

- Provide fair wages and benefits that meet or exceed legal requirements and are sufficient to meet basic needs
- Ensure reasonable working hours and provide adequate rest periods
- Promote a diverse and inclusive workforce and create a work environment free of harassment

Governance

Alvi expects suppliers to adhere to the highest ethical standards and comply with all applicable laws and regulations. Suppliers shall:

Ethical Conduct

- Conduct business with integrity, honesty, and transparency
- Prohibit all forms of corruption, bribery, extortion, and embezzlement
- Avoid conflicts of interest and disclose any potential conflicts to Alvi

Legal Compliance

- Comply with all applicable laws and regulations, including those related to competition, antitrust, and trade

Data Protection and Privacy

- Protect the confidentiality and privacy of Alvi's information and data
- Comply with all applicable data protection laws and regulations
- Respect intellectual property rights

Fair Business Practices

- Adhere to principles of fair competition and responsible business practices, prohibit illegal cooperation on pricing, illegal market sharing, or any other practices violating applicable competition laws

References

UN Global Compact

<https://unglobalcompact.org/what-is-gc/mission/principles>

Childrens Rights and Business Principles

<https://www.unicef.org/media/96136/file/Childrens-Rights-Business-Principles-2012.pdf>

OECD Guidelines for Multinational Enterprises

https://www.oecd.org/en/publications/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_81f92357-en.html

UN Guiding Principles on Business and Human Rights

https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr_en.pdf